

Notus School District 135
Differential Pay 2013-2014 Plan

Teachers will have the opportunity to earn up to 3 points by developing, implementing, and reflecting on a two to four week unit prior to March 1st 2014. The completion of this unit will be reviewed by administrative staff and the point total earned by individual staff. This point total will determine the amount of differential pay that the teacher will earn. This differential pay will be included in the April 2014 pay period.

Content Unit Plan

Individual teachers will create a content specific unit plan that incorporates or supports the Idaho Core ELA or Mathematics standards for the grade level taught. This unit plan must include a pretest, posttest, lesson plans and teaching and assessment reflection for the unit. The unit must have identified objectives and the reflection paper should look at the data to determine if objectives were met. The teaching unit must consist of more than 8 regularly scheduled class periods and be aligned to Idaho Core standards. Lesson plans should reflect the use of the pretest data and daily formative data in development of the lesson and instruction. The reflection should include the pros and cons of this unit and the process used to reteach the students that did not have a proficient (75%) or higher posttest score.

1 point possible for planning and data from pretest

0 = No Pretest data, objectives

.5 = Partial completion of required data

1 = Point possible for Pretest data, assessment reflection, and initial objectives of the unit written

Pretest should be aligned to the content standards and the level of knowledge that students will have after the unit. Pretest data, students, scores, strengths of the class, weakness of the class in this unit information.

1 Point Possible for unit lesson plans, evidence of data used in directing instruction and reflection of lesson plan and teaching effectiveness.

0= Incomplete plans and lesson plans

1= Point for the formative assessments used during the unit and detailed lesson plans for the entire unit.

Lesson Plan

Objectives

Materials Needed

Pacing Guide for lesson

Formative assessment/evidence of differentiated instruction for both high and low learners

1 point possible for summative assessment reflection of alignment, teaching strengths and weaknesses during the unit, and reteach plans for students not meeting objective of the unit.

.5 = Partial completion of required data

1 = Point possible for the summative assessment that is aligned to the Idaho content standards, data results for the unit, reflection and reteach information for the unit. Do not include specific students names in the data.

Summative Assessment scores, strength of class, weakness of class, plans to reteach objectives

Reflection on the unit as a whole and process involved during this unit. Explanation of reteach and formative assessment data used to drive instruction. Reflection of teacher needs to improve this unit or the next unit in improving teaching quality to students. Self-reflection of what was learned from this unit. Reflection will be on both pre and post assessment questions and data.

Classified Support Staff Differential Pay

The Notus School District School Board recognizes that all classified support staff play an important role in the success and growth of our students. It is the Board's recommendation that the all support staff be eligible to earn a full share of the differential pay based on the average point total earned by the teachers in the district.

To be eligible classified staff must have a 98% or higher attendance rate for assigned days between September 1, 2013 and April 30, 2014.

Staff member must be accident free for the 2013-2014 school year.

Staff members must have an average score of 3 on their classified evaluation in areas 1 Work Quality and 2 Productivity.

All classified staff members that meet these three (3) criteria are eligible for the differential pay.

Administration and Counselors:

To be eligible must have a 98% or higher attendance rate for assigned days between September 1, 2013 and April 30, 2014

Staff must be accident free for the 2013-2014 school year.

Staff must have 98% attendance rate of all regularly scheduled administrative meetings and all job related meetings and trainings as assigned by supervisor.

Administrators and counselors that meet these three (3) criteria are eligible for the differential pay.

Differential Pay**Defining a District Share**

The district defines a share as the employee's daily rate.

Professional Development

The State Department of Education allows each district to use up to 40% of the differential pay funds for professional development. The Notus School District will use these funds to cover substitute costs for the Idaho Leads Project and other district approved professional development opportunities.

The district will also pay a one-time \$1,000 stipend to any teacher that has been approved to take part in the Idaho Core Teacher training. This is a match of the State Department of Education stipend for teachers in this training. We will also pay sub costs for teachers attending training during the current school year.

Differential Pay

The remaining 60% will be divided using the remaining balance proportionately based on the employee's daily rate.

Classified and Administrative staff would receive the average score of the building level teachers for the building that they are assigned a majority of the time.